

SMALL BUSINESS HEALTH OPTIONS PROGRAM
MARKETPLACE

**EMPLOYEE ENROLLMENT USER GUIDE** 

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# **SHOP Marketplace – Employee Enrollment Application**

The online SHOP Marketplace is open for employers with 50 or fewer employees to enroll in coverage that starts as early as January 1, 2015. If you already have SHOP coverage through your employer, you'll need to visit HealthCare.gov to renew or change your coverage.

If your employer is in one of these states, use this document to guide you through the process of responding to your employer's coverage offer.

Alabama	Nevada
Alaska	New Hampshire
Arizona	New Jersey
Arkansas	North Carolina
Delaware	North Dakota
Florida	Ohio
Georgia	Oklahoma
Illinois	Pennsylvania
Indiana	South Carolina
lowa	South Dakota
Kansas	Tennessee
Louisiana	Texas
Maine	Virginia
Michigan	West Virginia
Missouri	Wisconsin
Montana	Wyoming
Nebraska	

If your employer is in a state that's not listed above, that means the state is running its own SHOP Marketplace. Follow your state's application process. To find your state's SHOP Marketplace, visit the small business employee page on HealthCare.gov and select your state from the menu, or contact the SHOP Employer Call Center at 1-800-706-7893. TTY users should call 711 to reach a call center representative.

You can work with your employer's authorized agent or broker to help you complete the SHOP Marketplace employee application.

**IMPORTANT:** You can save your information at any point in the application and return later to complete it. The system will time out after 30 minutes of inactivity.

### Create a HealthCare.gov account

If your employer is offering coverage through SHOP, you'll get a notice with a participation code. You'll use this information to view your employer's coverage offer. Before you view your coverage offer, you must create an account on HealthCare.gov.

- Select your state. Visit the small business employee's page on HealthCare.gov and select the state where your employer's primary business address is located.
  - Select I HAVE MY CODE if you have the participation code provided by your employer. To create a Marketplace account, select this link: If you don't have a Marketplace account, create one now.

**Note:** If you already have a Marketplace account you created previously to apply for individual and family coverage, log into the same account for SHOP (same username and password). Skip to **Confirm eligibility** to continue with these steps.

Select I DON'T HAVE A CODE if you didn't get the participation code. If you think your employer is offering SHOP coverage and you haven't gotten a notice with your participation code, contact your employer, not the SHOP Marketplace. Your employer can provide your participation code. You need a participation code to create an account and enroll.

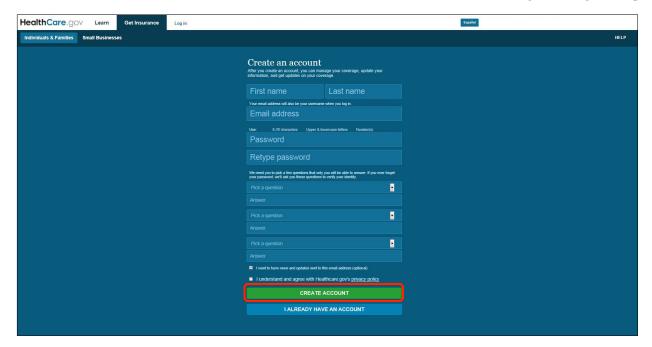


**Answer a few questions.** On the **Create an account** page, you'll give your first and last name, email address, and preferred password. If you don't have an email address, review the quick links below to learn how to get one.

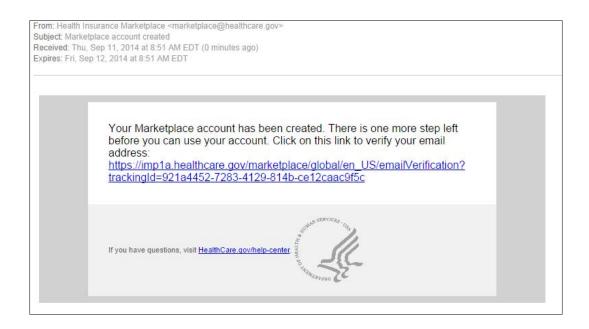
```
You need an email address to sign up. You can get one now for free: Gmall Outlook Yahoo AOL
```

Next you'll answer a few security questions. These questions will be helpful in case you forget your username and/or password and have trouble logging in.

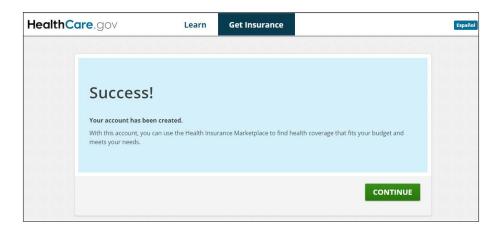
- Click the box about news and updates if you want us to email information to you.
- Check the box stating that you understand and agree with HealthCare.gov's privacy policy and select CREATE ACCOUNT.
- **Note:** When you create your account, the information you provide is case sensitive. Remember to enter the information the same way when you log-in.



Verify your email address. You must verify that the email address you gave for the account is correct. You'll get an email with a link that's unique to you. Follow the instructions on the screen. Note: If you don't see the verification email in your inbox, check your junk mail.



After you finish verifying your email address, you'll see a page with "Success!" letting you know that your account has been created. Select **Continue** to create your profile and verify your identity.

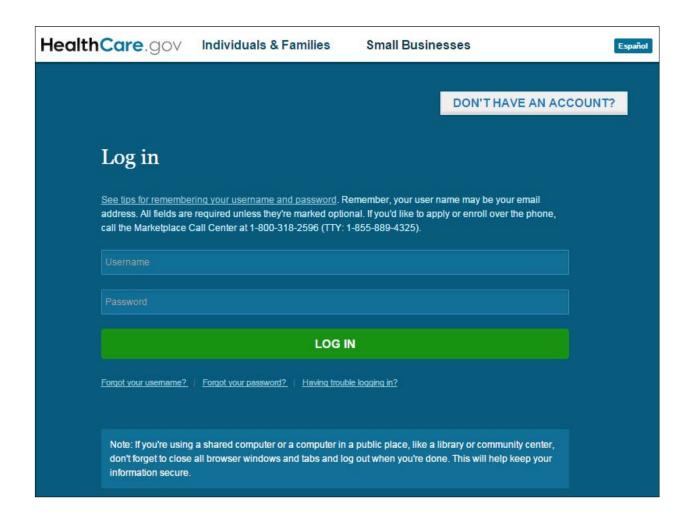


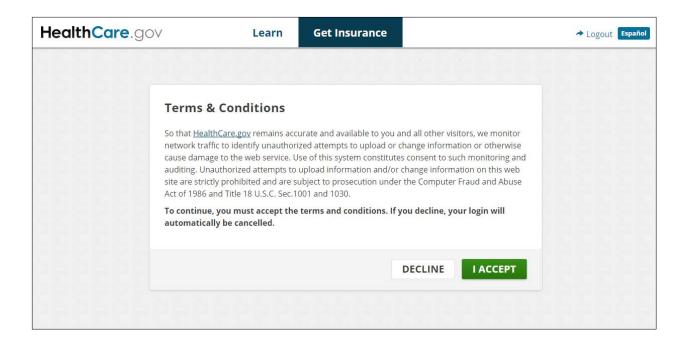
**Note:** If you don't verify your email address within 48 hours of getting the email, the link in the email will expire. You'll need to get another verification email before you try to log into your account.

If you try to log into your account without verifying your email address, you'll get an expiration notice. Click Resend Verification Email and follow the steps above to verify your email address.

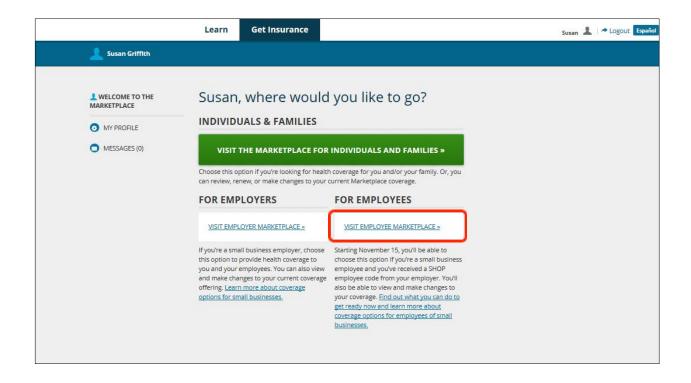
### **Confirm eligibility**

Log into your HealthCare.gov account. Enter your new username and password, and then select I ACCEPT on the Terms & Conditions page. If you decline, your login will automatically be cancelled.

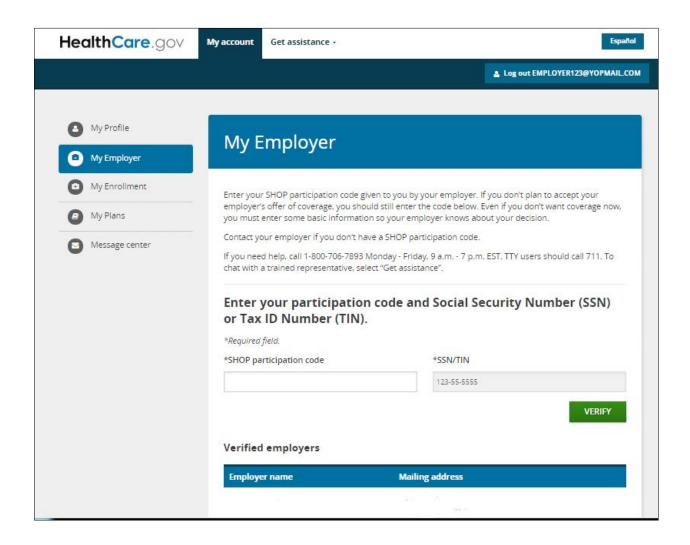




Select the employee application. On the WELCOME TO THE MARKETPLACE page, select the **VISIT EMPLOYEE MARKETPLACE** link.

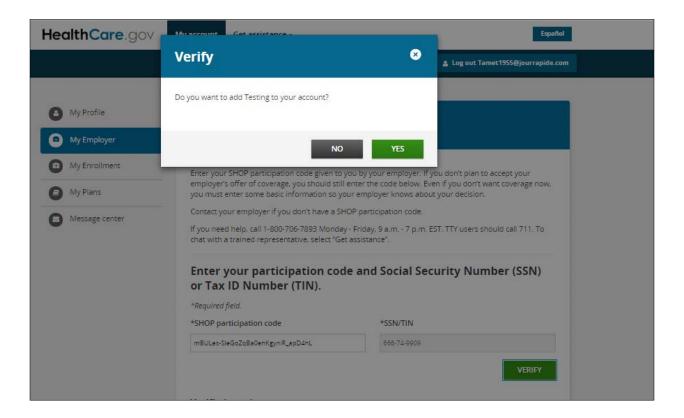


Enter the SHOP participation code. On the My employer page, enter the participation code given to you by your employer, and your Social Security Number (SSN) or tax ID number. You should do this even if you don't want coverage now. Select **VERIFY**.

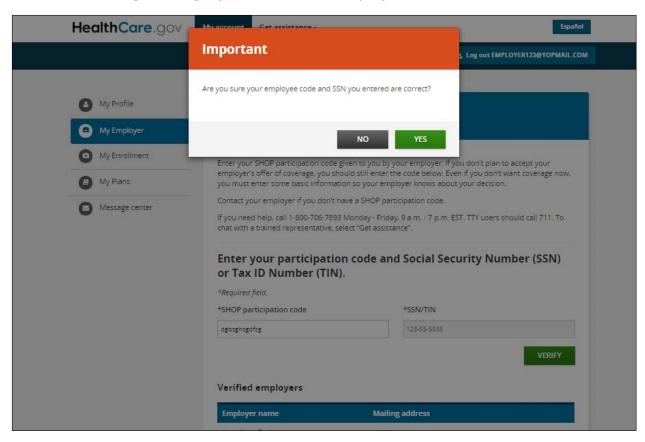


The system determines your eligibility by comparing the SHOP participation code, your name, and SSN that you entered when you created your Marketplace account to the information given by your employer on the employee roster.

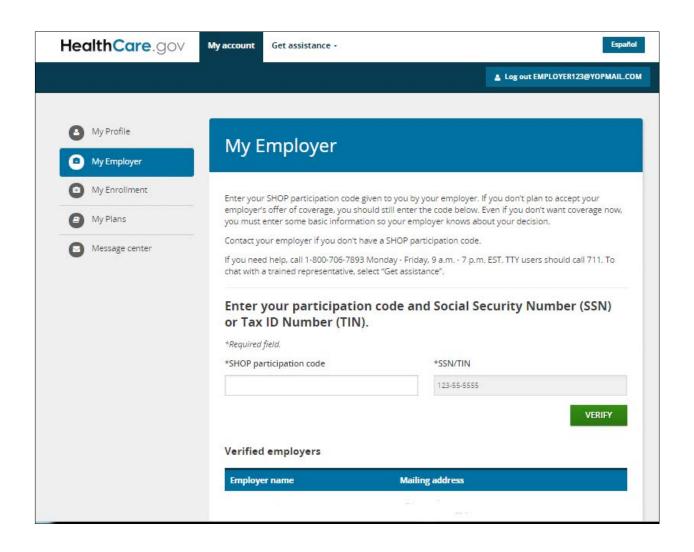
After the information is validated, select YES to add the employer to your account. If you select NO, you'll return to the My Employer page where you entered your participation code and SSN.



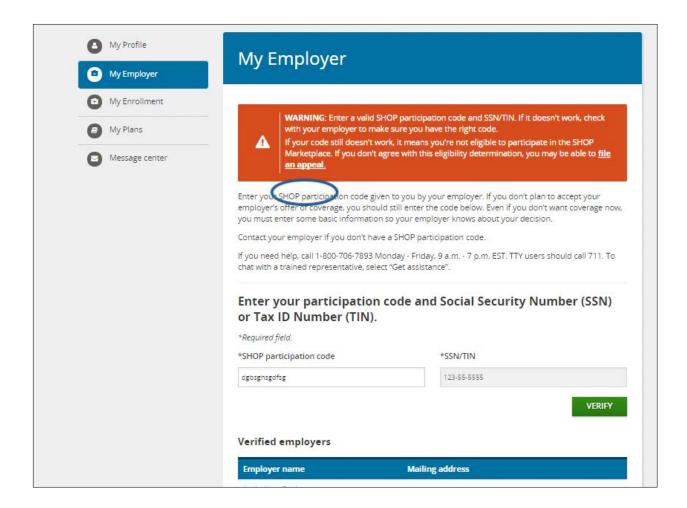
• If you entered the SHOP participation code and/or SSN incorrectly, you'll get a message asking if you're sure the employee code and SSN entered are correct.



If you select **NO**, you'll go back to the **My Employer** page to re-enter the correct participation code and SSN.

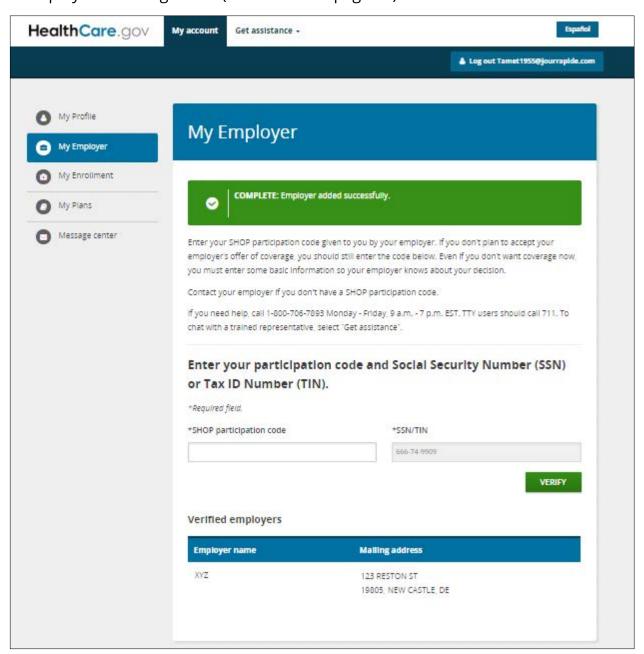


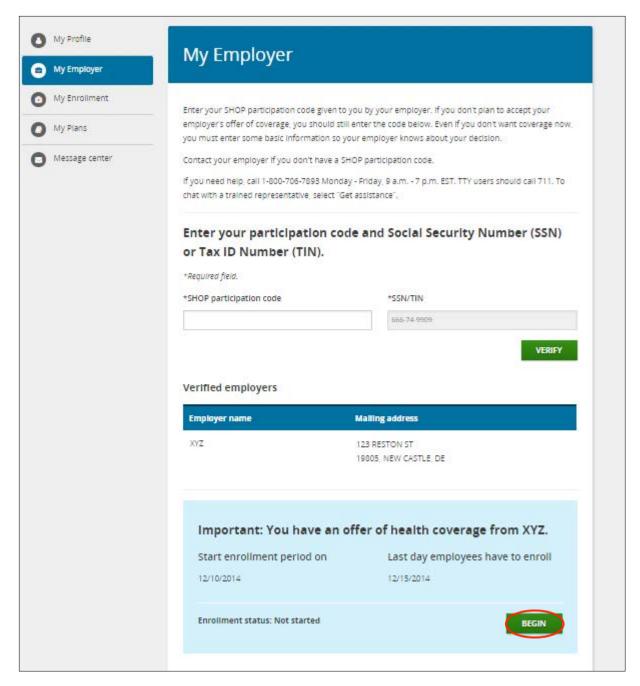
If you select **YES**, you'll get a message letting you know that you're ineligible for the SHOP Marketplace. This message also includes a link to the SHOP appeals page. Before you submit an appeal, check with your employer to see if your name and SSN are correct on the employee roster.



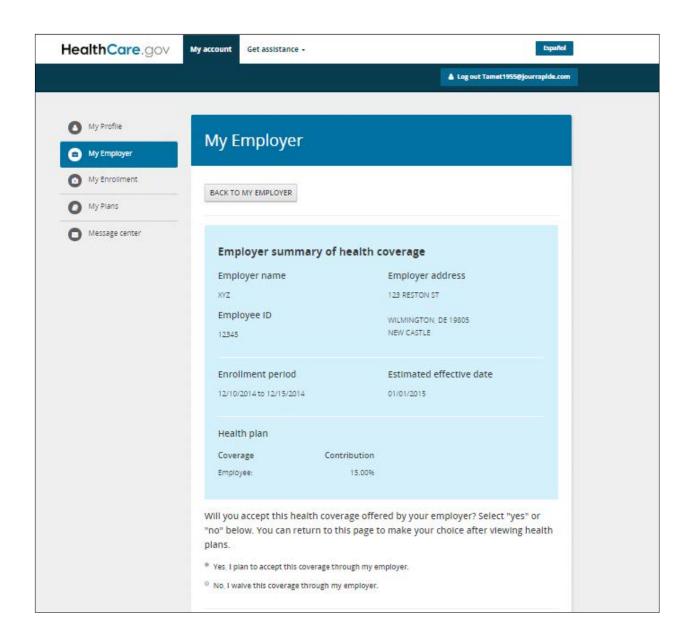
### **Review coverage offer**

On the My Employer page, select Begin link in the Action field to start reviewing your employer's coverage offer (see screen on page 15).





- You'll see a summary of information for your employer, including:
  - Employer name and address
  - Employer ID
  - Enrollment period
  - Estimated effective date
  - Insurance category (medical and dental) and percent the employer is contributing towards your premium.



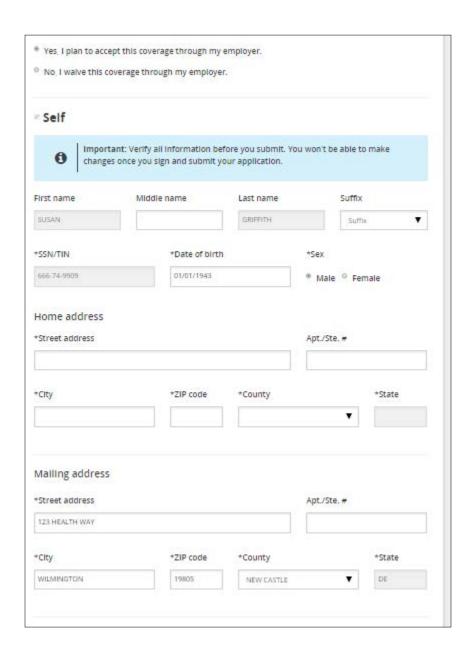
Accept or decline your employer's coverage offer. The application automatically defaults to Yes, I plan to accept SHOP coverage through my employer. You can return and change your response after viewing health plans.

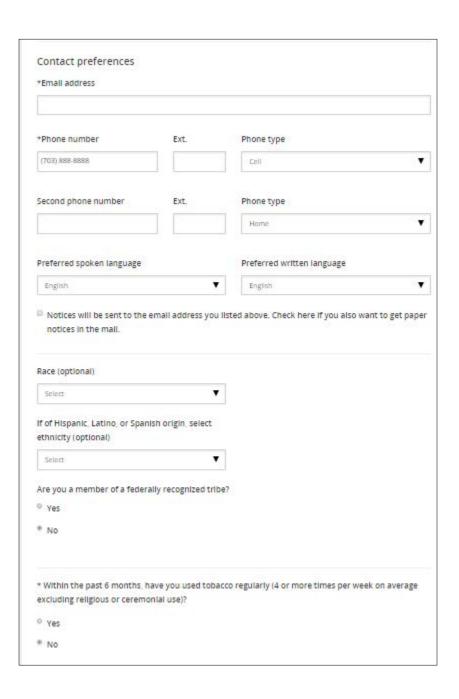
If you accept the coverage offer, enter employee details, like mailing address and other contact information. All fields marked with a red asterisk are required.

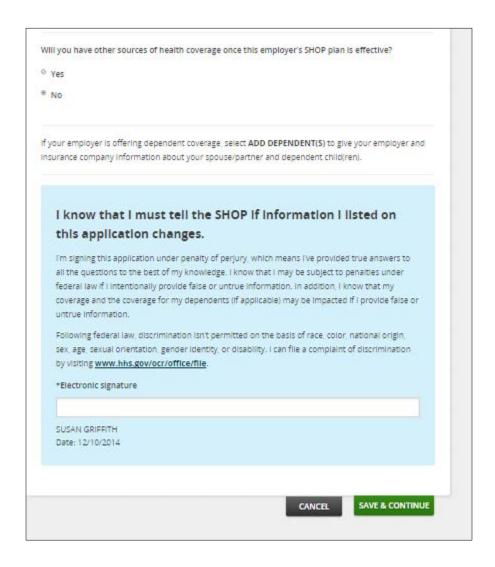
Add dependents. If your employer is offering dependent coverage, select ADD **DEPENDENT(S).** 

**Note:** Make sure your information is correct before you submit. You may not be able to make changes after you sign the application and your employer submits the enrollment application to the SHOP Marketplace.

Sign the enrollment application. Enter your name in the box to sign the application. After you enter your name, the date will be automatically entered. Select SAVE AND CONTINUE.



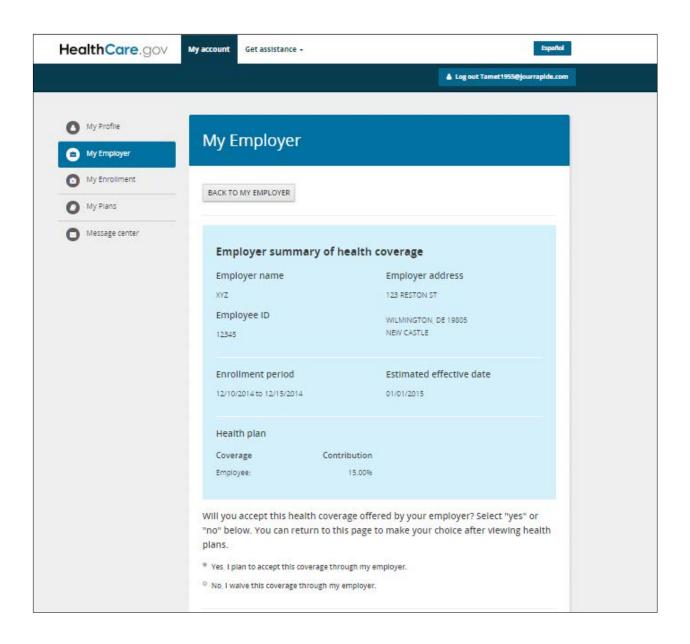


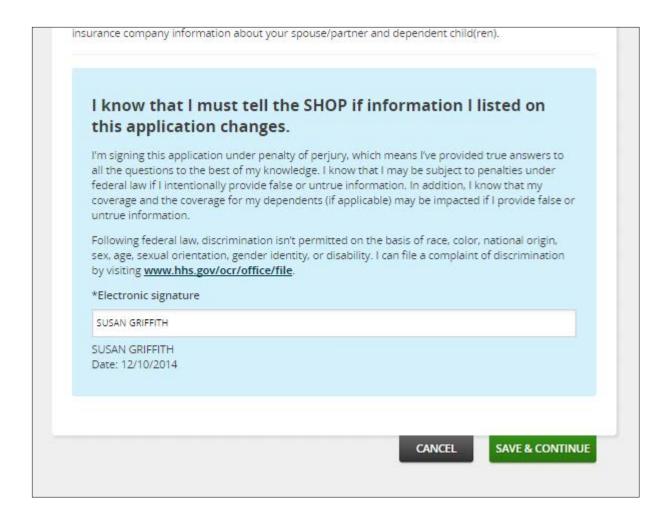


If you decline the coverage offer, select the reason from the drop down menu.

- Verify your decision to decline coverage. Read and agree with the statements.
- **Sign the enrollment application.** Enter your name in the box to sign the application, then select **SUBMIT**. **If you're declining coverage, no further action is required.**

If you select **Back to My Employers** or **Cancel**, you'll return you to the **My Employer** page.





### **Review and select plan(s)**

Health plans are put into 4 categories based on how you and the plan can expect to share the costs for health care:

- Bronze (covers 60% of the total average cost of care)
- Silver (covers 70% of the total average cost of care)
- Gold (covers 80% of the total average cost of care)
- Platinum (covers 90% of the total average cost of care)

The health plan category chosen determines what your employees will pay for things like deductibles and copayment – and the total amount you spend out-of-pocket for the year if you need a lot of care. The categories don't reflect the quality or amount of care the plans provide.

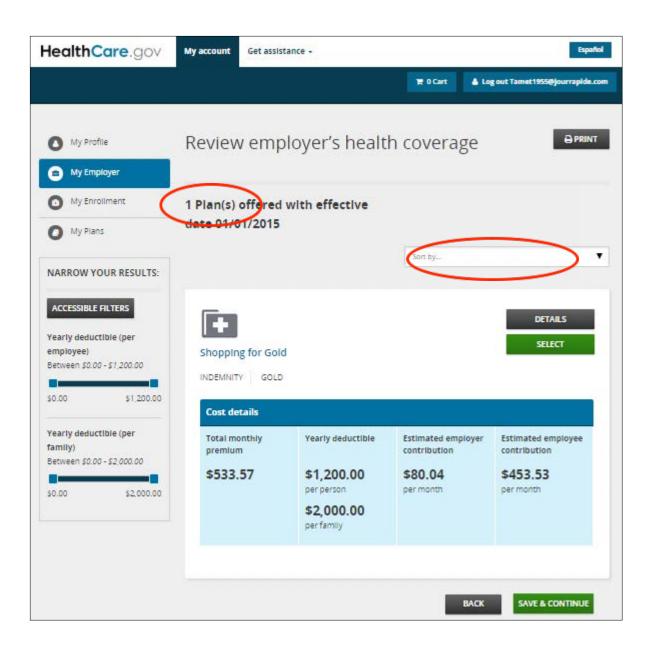
In this section of the employee enrollment application, you can review the health plan(s) offered by your employer. In some states, employers can select one plan category and employees are free to choose any health plan (and dental plan if offered) from any insurance company in that category. This is called "employee choice". **Note:** The employee choice option is available in these states in 2015:

- Arkansas
- Florida
- Georgia
- Indiana
- lowa
- Missouri
- Nebraska

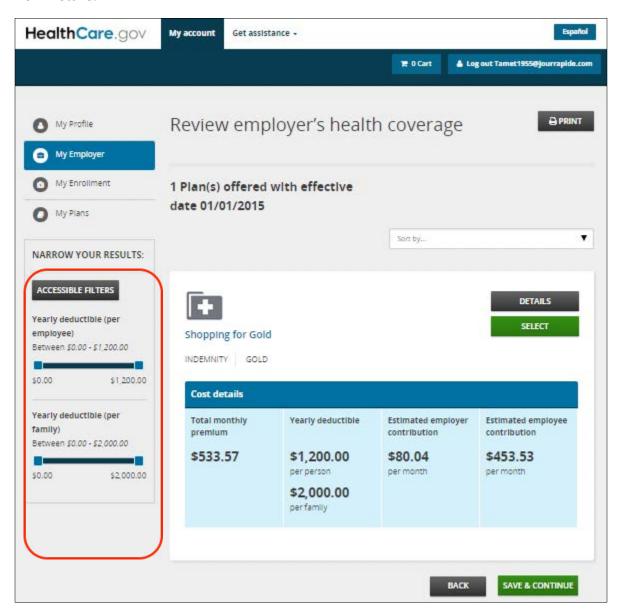
- North Dakota
- Ohio
- Tennessee
- Texas
- Virginia
- Wisconsin
- Wyoming

If you don't see your state, your employer may offer employees a single health and dental plan in 2015. All states are expected to have employee choice available in 2016.

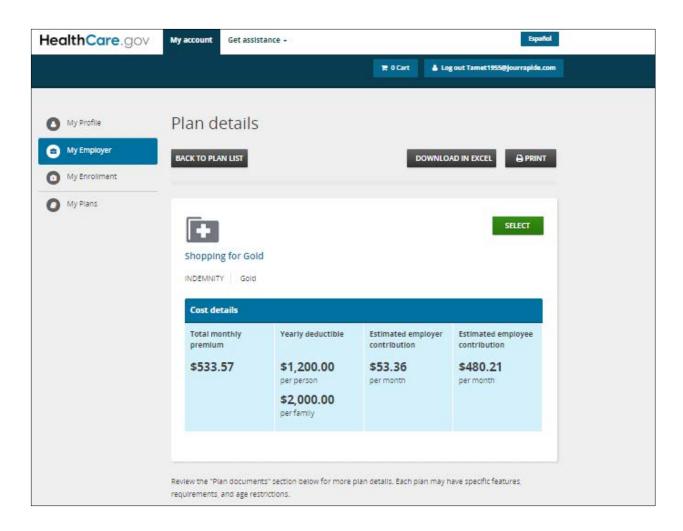
- Review employer's health coverage. The plan(s) you'll see are based on your employer's primary business address. Select the View plan details link to see plan details, like copayments, laboratory and outpatient services, medical devices, emergency care, and inpatient hospital services. If your employer is offering you a choice of plans, you'll see a list of plans to compare.
  - Compare plans. If you have multiple plans listed, you can select up to 3 plans to compare side-by-side. Select the **Compare** checkbox for each plan you want to compare. Then select **Compare plans**.
  - **Sort plans.** Select **Sort by** on the drop down menu to see your options.
    - Employer's monthly share high to low
    - Employer's monthly share low to high
    - Employee's monthly share high to low
    - Employee's Monthly share low to high
    - Annual deductible high to low
    - Annual deductible low to high



- **Filter plans.** You can use the menu listing on the left side of the page to narrow your plan search based on certain criteria. You can move the bars on the left to increase or decrease the dollar amounts. You can filter by:
  - Employee estimated contribution
  - Yearly deductible (per person or per family)
  - Insurance Company
  - Plan category
- Plan Details. To view the benefits of the plan, including a list of covered drugs, click on Details.



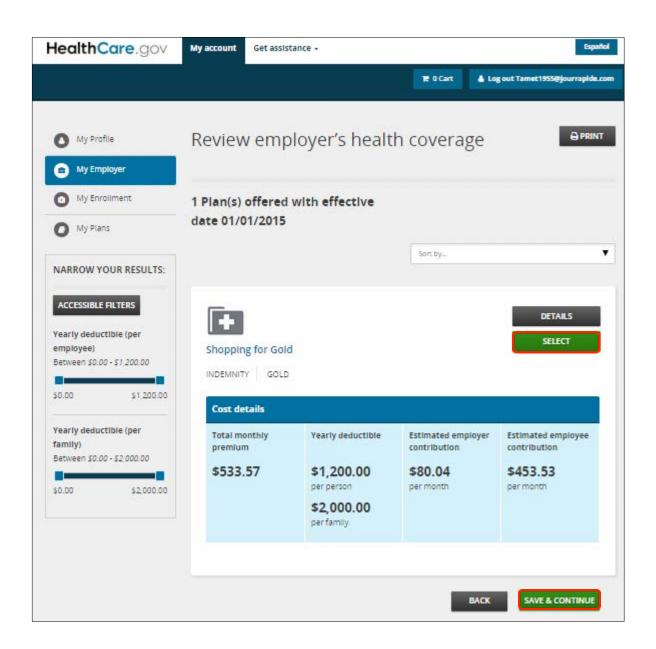
Find covered drugs. Under the details view, select the List of covered drugs link to view each plan's covered drug information.

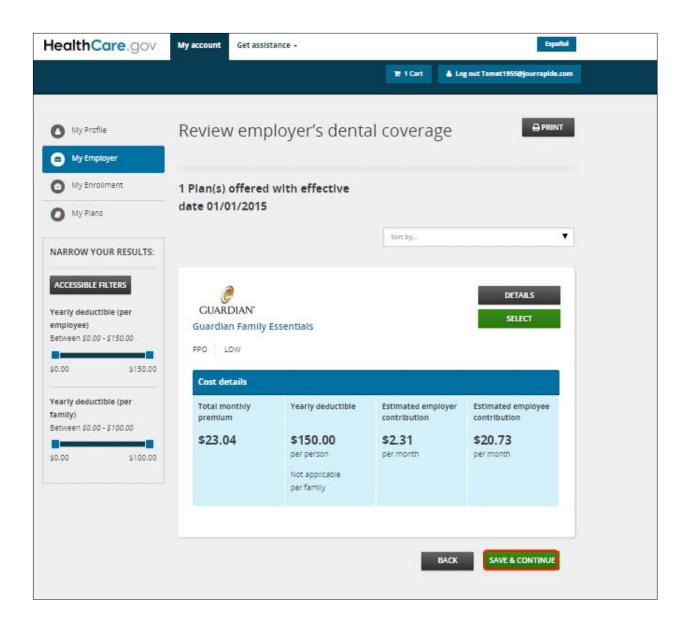




- **Select one health plan and one dental plan (if offered).** To choose plan(s) for you and your dependents, click **Select** next to the health plan information. Then select CONTINUE.
  - If your employer offers dependent coverage, you and your dependents must enroll in the same health plan. You must enroll in coverage if you want to enroll your dependents.
  - If you select another plan, you'll see a message letting you know that this selection will replace your current plan selection.
  - If your employer is offering health and dental plans, you can select **CONTINUE** without selecting a health plan. If you do this, you'll see a message letting you know that you must choose a health plan on the review page.

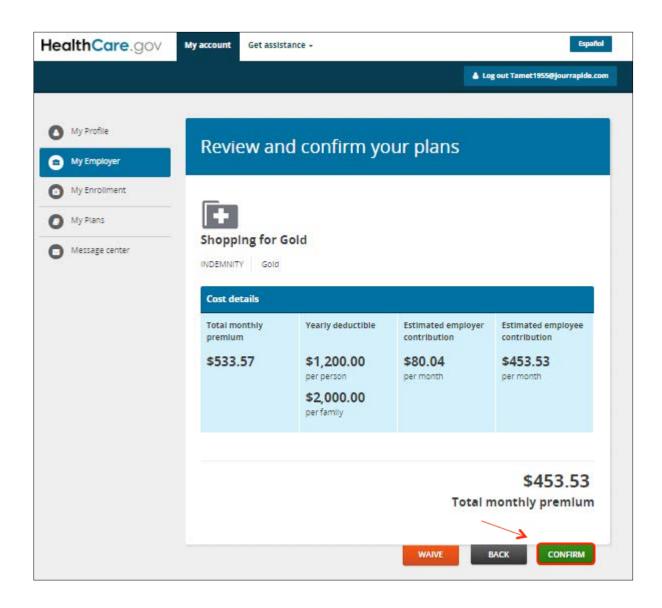
**Note:** You won't be able to enroll in a dental plan without enrolling in a health plan.



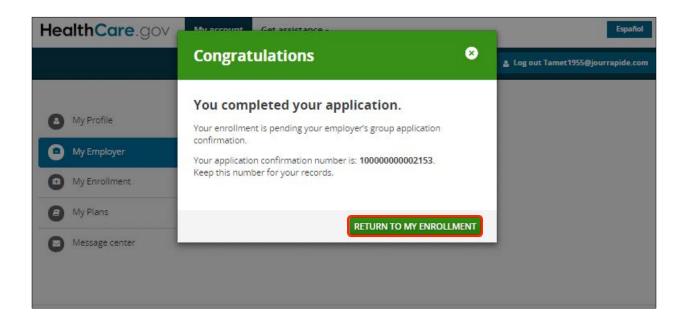


### **Complete enrollment**

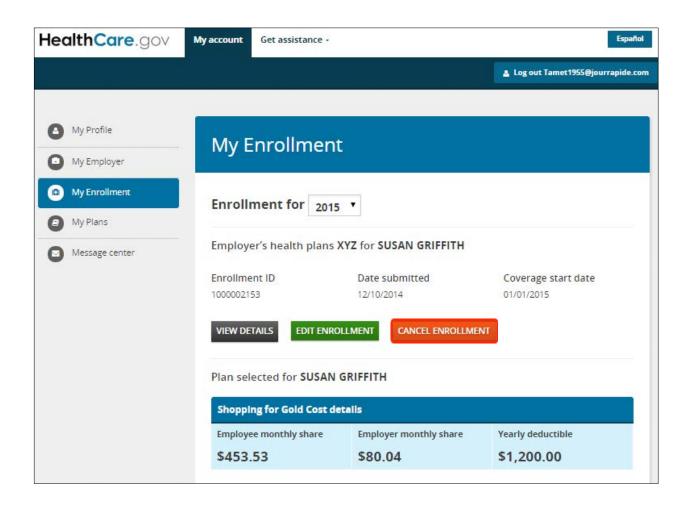
- Review plan selection(s) and cost. Read the summary of your health and dental plan (if offered). This includes the total monthly employee premium across all your plans.
- **Confirm plan choice(s).** Select **CONFIRM** to submit your application.

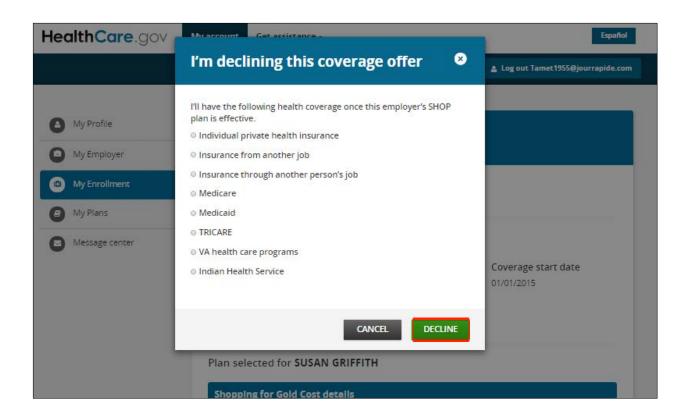


- **Get a confirmation.** You'll get a confirmation letting you know that your application is complete. It includes a confirmation number that you should keep for your records.
- View enrollment. Select the Return to My Enrollment link to view the details of your enrollment.



- Don't want to buy coverage? Select WAIVE.
  - On the page that says I'm declining this coverage offer, select the health coverage you currently have or will have once your employer's coverage is effective. Then select DECLINE.

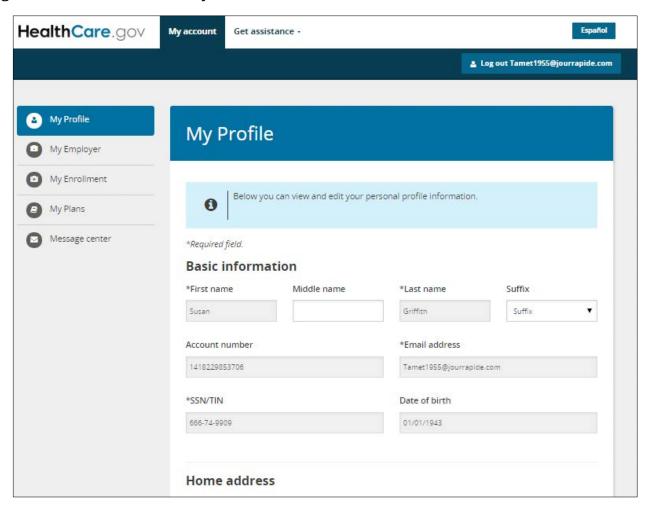


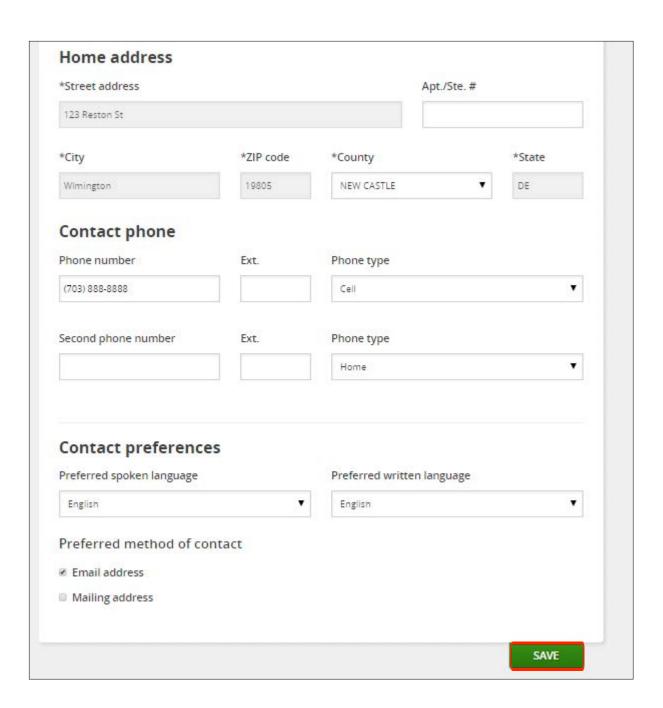


# **Your SHOP Marketplace account**

### **Account profile**

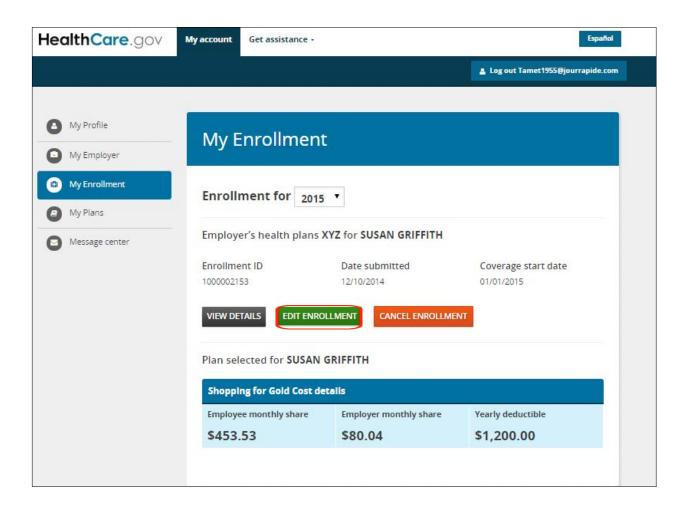
Select the My Profile tab to view and update your profile information. You can only make changes to certain fields. When you're finished, select SAVE AND CONTINUE.



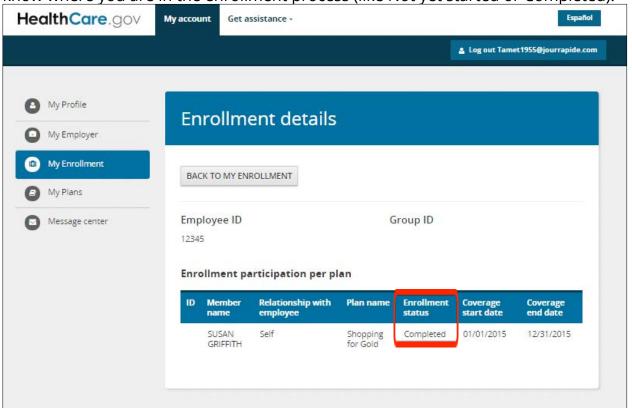


### **My Enrollment**

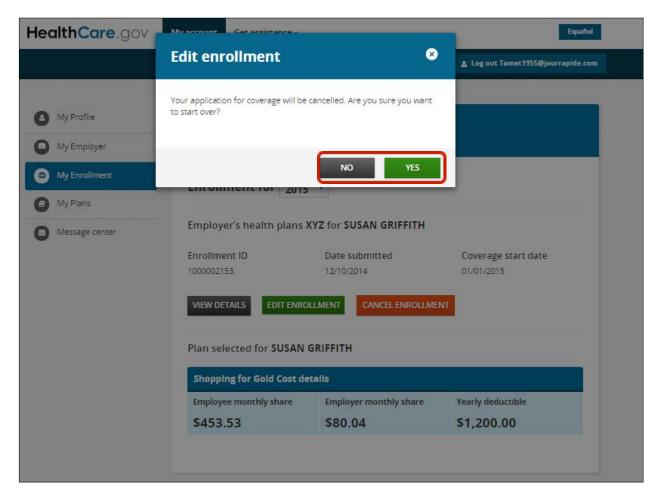
Select the My Enrollment tab to view the details of your coverage, edit your plan selection(s), and cancel your enrollment.



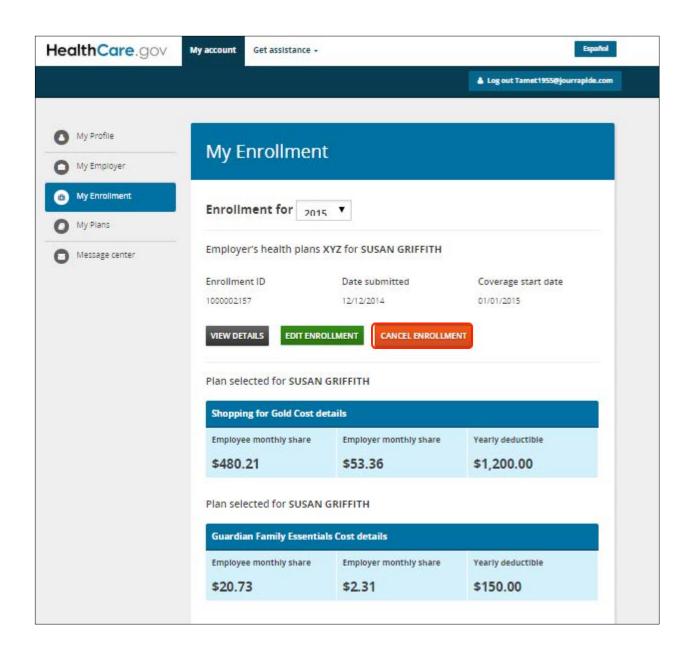
Select VIEW DETAILS on the My Enrollment page (see page 33) to view your employer, SHOP application number, and enrollment status. The enrollment status lets you know where you are in the enrollment process (like Not yet started or Completed).



- Select EDIT ENROLLMENT on the My Enrollment page to make changes to your coverage. When you see the Edit enrollment message
  - Select **YES** to cancel your current application. You'll return to the **My Employer** page to start the application process and select a plan.
  - Select **NO** to return to the **Enrollment Details**.

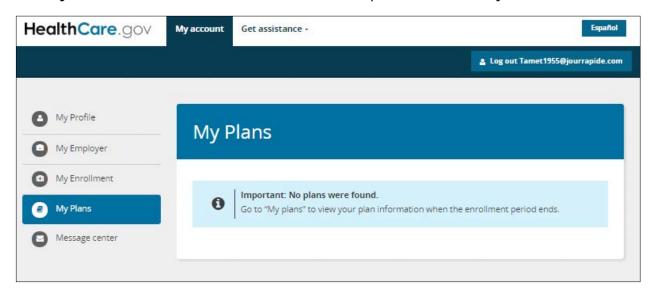


Select CANCEL ENROLLMENT on the My Enrollment page to cancel your coverage selection. You'll only see this icon if you're still within an Open Enrollment Period. When you cancel your coverage, you're declining your employer's coverage offer and must provide other coverage information.



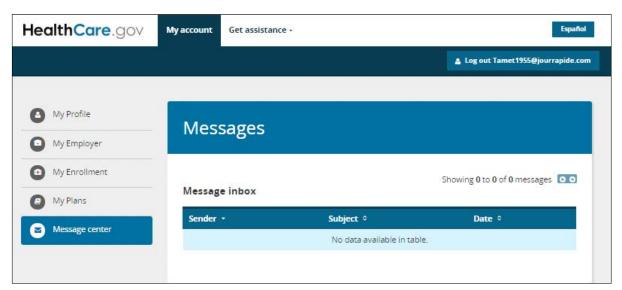
### **My Plans**

Select the My Plans tab to view the health and dental plans (if offered) you selected.



#### Message center

Select the Message center tab to view messages about your coverage from the SHOP Marketplace.



# **Special Enrollment Period**

You and your dependents (if dependent coverage is offered) may have a right to sign up for employer coverage, or make changes to your coverage choices outside of the employer's Initial Enrollment Period. Job-based plans must provide this "Special Enrollment Period" of 30 days following certain life events that involve a change in dependent status or loss of other health coverage. If you don't make a change during the Special Enrollment Period, you'll have to wait until your employer renews coverage. If your employer doesn't offer dependent coverage, a Special Enrollment Period applies only to qualified employees. Learn more about the Special **Enrollment Period** and qualifying life events.

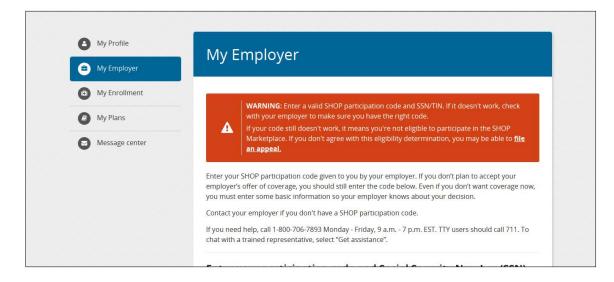
If you want to report a life event that may qualify you for a Special Enrollment Period, contact your employer as soon as possible. Your employer or the employer's agent/broker can report the event by logging into their HealthCare.gov account, or by calling the SHOP Call Center.

# **Account changes**

You can make some changes to your account, like updating your email or mailing address and phone number, by logging into your HealthCare.gov account.

## Submit an appeal

To submit an appeal, click the **Submit appeal** link in the **Actions** field to get the appeal request form. Print the appeal request form and mail it to the address on the form. You'll be notified by mail of the outcome of the appeal request within 90 days of the date you submit your appeal request. You have 90 days from the date in your SHOP eligibility determination notice to request an appeal. Learn more about SHOP Marketplace appeals.

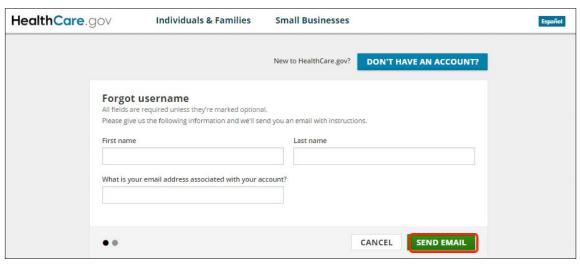


# **Username and password recovery**

### Forgot username

If you forget your username

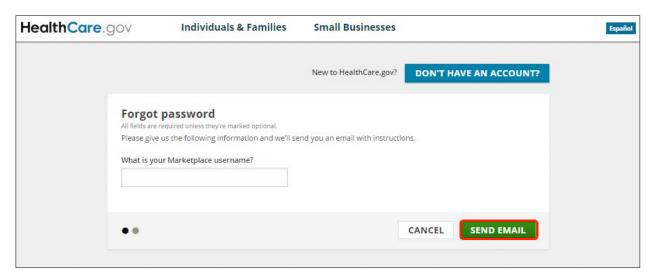
- Enter your email address, and first, last name.
- Select **SUBMIT**. You'll get an email with your username.



### Forgot password

If you forget your password

- Enter your Marketplace username (the email address you entered to create your account).
- Select **SUBMIT**. You'll get an email with directions and a link to a page to create a new password. Your new password must be at least eight (8) characters, but no more than 20 characters long, and have a mixture of uppercase and lowercase letters, and at least one number.



## **Unlock your account**

To unlock your account, contact the SHOP Call Center at 1-800-706-7893 Monday through Friday, 9 AM – 7 PM EST. TTY users should call 711 to reach a call center representative.

# Have questions or need help?

For more information on the SHOP Marketplace, visit HealthCare.gov/small-businesses/. Or you can contact the SHOP Call Center at 1-800-706-7893, Monday–Friday, 9am-7pm EST. TTY users should call 711 to reach a call center representative.